



Milford

Health & Rehabilitation Center

February 14, 2023

Re: S.B. No 989 Legislative Proposal on Nursing Home Minimum Staffing

Please accept this letter as my testimonial to oppose the new staffing mandate for Connecticut Nursing Homes. I want the Human Services and Aging Committees to know that a new staffing mandate without funding will not help and will truly make matters worse.

My name is Joanne Jinete and I am the Administrator of Milford Health & Rehabilitation Center. I have been the Administrator at Milford for approximately ten years and a licensed nursing home Administrator for twenty - five years. I have never seen such challenging times like those that I have experienced in the last three years. Prior to COVID, we had no issues with staffing. Longevity was one of our most prideful points of difference that we spoke about to all of our residents, families and visitors. Now we are embarrassed to discuss how we cannot fill positions and we have to utilize outside agencies to take care of our residents. Agency staff are strangers to us and these strangers are providing care to our residents. There are not enough staff to fill all of the open positions in all the nursing homes in CT. We are all competing with each other to hire staff and it is a wage battle.

To hear about this staffing proposal ratio of 4.1 per day direct care and have no funding from the State is absolutely upsetting and discouraging. Where is the support after all we went through? The finger is always pointed at Nursing Homes for anything that goes wrong and it will get worse with the mandate that we will never be able to meet. This mandate will burn all Nursing Home HealthCare workers and will push all of the those dedicated health care workers including Administrators that have worked for this industry right out the door.

We have had open jobs / positions not only in the nursing department but also in housekeeping, dietary and clerical. We have developed many recruitment and retention plans in order to fill our open positions. Job fairs walk INS, employee referral bonuses and cold calling are just a few methods we have used to attract applicants but have not been successful in filling our nursing positions.

On behalf of Milford Health & Rehabilitation Center, I am asking the committee not to pass this proposal. If you have not worked in a Nursing Home for the last three years then you are not aware of what we go through each day. Therefore, an unfunded 4.1 per day direct care minimum staffing cannot be mandated if the current staffing challenges have yet to be resolved.

Thank you for allowing me the opportunity to express my views on this proposal. I am certain at the end the committee will stand behind the Nursing Homes.

Sincerely,



Joanne Jinete

Administrator